



Department of Treasury
U.S. Customs Service

Airplane Pilots (P-3)
GS-2181-12/13
Permanent Full-Time Positions

Public Notice
No.OIDEU/00-028SAG

Opens:05-03-2000

Closes:05/02/2001

*Note: Intermediate Cut-Off Dates Will Be Established and
Certificates of Eligibles Issued In Accordance With The Need to
Fill Individual Positions. The First Cut-Off Date Will Be No
Sooner Than 06-02-00*

www.customs.treas.gov



AIRPLANE PILOTS (P-3)

GS-2181-12/13

Public Notice

AMERICA'S
FRONTLINE

Announcement No. OIDEU/00-028SAG

Opens: 05-03-2000 Closes: 05-02-2001

****Applicants who applied under previous announcement #INVSC/99-013SAG need not reapply. Qualified applicants under #INVSC/99-013SAG will automatically receive consideration under this notice.****

What are the duties of these pilots?

They serve as Pilot in Command or co-pilot on U.S. Customs Service Lockheed P-3 Airborne Early Warning (AEW) and "Slick" aircraft assigned to detect and pursue suspected smugglers, primarily those involved in illegal drug trafficking. Over land and water, they track intruders bound for and into U.S. airspace, then call for other fixed-wing and rotary interdiction aircraft of the Customs Service fleet to take up the pursuit and help effect an arrest. Based on the nature of the mission, a majority of the flights are at night and nearly all assignments require long hours. These pilots are also responsible for pre-flight aircraft inspection and mission briefings as well as post-flight aircraft certification and interdiction reports. In addition, these pilots serve as law enforcement officers with responsibility for investigation and apprehension of suspects, preparation of reports, and presentation of evidence in a court of law.

Note: These positions may require periods of domestic and foreign travel.

How many jobs are available?

Approximately **40 positions** may be filled from this public notice.

Who may apply?

All U.S. citizens are eligible to apply.

Where are the positions located?

These positions are located in a field unit of the Air & Marine Interdiction Division, Office of Investigations, at **Corpus Christi, Texas and Jacksonville, Florida**. Applicants will be considered only for location(s) specified. You must submit a separate application package for each location for which you wish to be considered. Applicants must be willing to sign a mobility agreement.

What is the salary?

The salary, including locality and Law Enforcement Availability Pay (LEAP), is **\$62,640** for those hired at the GS-12 level and **\$74,474** for those hired at the GS-13 level. Applicants will be rated eligible for either of the grade levels based on their qualifications. All positions offer promotion potential to the GS-13 level without further competition.

Note: LEAP begins upon completion of the 10 week Criminal Investigator Training Program, part of the mandatory 17 week training provided at the Federal Law Enforcement Training Center.

Recruitment Bonus - A one-time payment of up to 25 percent of basic pay may be offered to selectees qualified at the GS-13 grade level. Also, upon receipt of the recruitment bonus, selectees will be required to sign a one (1) year Employment Agreement.

What are the basic qualification requirements?

Technical Requirements:

All applicants for these positions must possess a current FAA Commercial Pilot Certificate with:

- a multi-engine land airplane class rating; and
- an instrument-airplane rating.

All applicants must also possess a valid FAA Class II medical certificate. In addition, applicants must meet the following minimum flight time requirements:

Total flight time:	1500 hours
Pilot in Command:	250 hours
Multi-engine Airplane:	500 hours
Instrument (10 Actual):	75 hours
Night Flying:	75 hours
Flying Time, last 12 months:	100 hours

Applicants for positions at the GS-13 level must possess Pilot in Command/Aircraft Commander experience in any P-3 or its civilian counterpart, the L-188 Electra. For purposes of this announcement, Pilot in Command/Aircraft Commander experience is defined as that which involved serving as the senior pilot of the airplane AND being entrusted with responsibility for the airplane, having "signed" for it prior to take off. Applicants applying based on experience in the civilian L-188 Electra must possess an Air Transport Pilot certificate with a L-188 type rating. Successful completion of the Navy P-3 Naval Air Training and Operating Procedures Standardization Program (NATOPS) and designation as Aircraft Commander fully meets this requirement.

Applicants for positions at the GS-12 level must possess at least 600 flight hours in multi-engine turbo prop aircraft with maximum take-off weight exceeding 40,000 lbs (e.g., C-130, E-2). Those selected will be placed under a training agreement and provided with intensive instruction in the operation of the Lockheed P-3 AEW and "Slick" aircraft. Upon successful completion of the training (includes law enforcement training at the Federal Law Enforcement Training Center, USN P-3 transition training, and U.S. Customs Service P-3 flight syllabus) and designation as a U.S. Customs Service P-3 Pilot in Command, employees will be promoted to the GS-13 level. Those who fail to complete the training program will either be reassigned to a position commensurate with their abilities or separated from the Federal service.

Note: All candidates must be prepared to provide official orders, forms, or logbooks showing their status as a rated pilot. Other FAA certificates that meet or exceed the requirements of the Commercial Pilot Certificate are also acceptable, e.g., an Airline Transport Pilot Certificate.

Age Requirements: This position is covered by the Federal Law Enforcement Retirement System which imposes mandatory retirement at age 57 with at least 20 years of service. Therefore, applicants must be **under 37** years of age at the time their name is referred for selection under this announcement (unless they previously worked under this Retirement System). Under unique circumstances the age requirement may be extended to allow applicants to qualify prior to age 40.

How do I apply?

Applicants must submit a resume or an Application for Federal Employment (Optional Form 612) which includes the following information:

- This Public Notice number, title and grade level(s) of the job you are applying for (e.g., Public Notice Number OIDEU/00-028SAG, Airplane Pilot, GS-2181-12/13);
- Your full name, mailing address (including zip code), Internet email address (if available), day and evening phone numbers, social security number, country of citizenship, veterans' preference, reinstatement eligibility, and the highest Federal civilian grade held;
- The name, city and state of the high schools you attended plus the date of your diploma or GED;
- The name, city and state of the colleges or universities you attended, majors, and the type and year of any degrees received;
- Job titles, duties and accomplishments, employer's name and address, supervisor's name and phone number, starting and ending dates, hours per week and salary of any paid and nonpaid work experience related to the job you are applying for;

Note: We will conduct reference checks with current and former employers.

- A photocopy of all FAA airman certificates held;
- A photocopy of your FAA medical certificate;
- A record of all flight time (see attached Sample Flight Time Reporting Form):
 - a. by category (i.e., total, actual instrument, simulated instrument, and night);
 - b. by crew position (i.e., PIC, Instructor);
 - c. by individual aircraft e.g., P-3, C-130, E-2, T-34, T-37, etc.);
 - d. as Pilot in Command/Aircraft Commander in every aircraft shown;
 - e. in previous 12 months; and
- A list of any other job-related training courses, skills, certificates and licenses, honors, awards, and special accomplishments.

The U.S. Customs Service is a law enforcement agency with very high standards. Therefore, your application should also address the answers to the following three preliminary questions that will be covered in detail during a background investigation if you are selected for one of these positions.

1. During the last 10 years, have you ever been convicted of a felony violation?
2. As part of the background investigation, you must be prepared to answer questions about the use, sale, possession, or transportation of illegal narcotics, stimulants, hallucinogenic or other illicit drugs. Are you willing to answer such questions?
3. Conviction of a misdemeanor crime of domestic violence, as outlined earlier in the public notice, is disqualifying. A misdemeanor crime of domestic violence is any offense involving the use of physical force, or the threatened use of deadly weapon, committed by a current or former domestic partner, parent, or guardian of the victim. Have you ever been convicted of a misdemeanor crime of domestic violence?

Copies of blank Application for Federal Employment forms (OF-612s) may be obtained by accessing the Customs World Wide Web site at www.customs.treas.gov. Completed application packages should be forwarded to the **U.S. Customs Service, Human Resources Management, Public Notice #OIDEU/00-028SAG, P.O. Box 66360, Washington, D.C. 20035-6360**. Applicants using delivery methods which require a street address should replace the **P.O. Box Number with the following street address: 1300 Pennsylvania Ave., N.W., Room 2.5B, Washington, D.C. 20229**. All applications must be received by the closing date of the public notice.

Frequently asked questions --

What happens if I meet basic qualification requirements?

All applicants found to be basically qualified, based upon a review of their application, will be given a tentative rating of 70 points. Additional points (up to 30) will be assigned based on quality ranking factors.

What are the Quality Ranking Factors?

GS-12 Level Applicants

1. Ability to perform as Pilot in Command in a multi-engine turbo prop aircraft with a Maximum Takeoff Weight (MTOW) exceeding 40,000 lbs.
2. Ability to operate an aircraft under adverse weather conditions (instrument meteorological conditions - actual and simulated).
3. Ability to operate an aircraft at night.
4. Ability to operate an aircraft equipped with complex/sophisticated airborne sensor/navigation equipment.
5. Ability to pilot an aircraft at a foreign location.
6. Ability to perform duties as a Federal law enforcement officer.
7. Ability to write concise and comprehensive reports.

GS-13 Level Applicants

1. Ability to perform as Pilot in Command/Aircraft Commander in a P-3 aircraft.
2. Ability to operate an aircraft under adverse weather conditions (instrument meteorological conditions - actual and simulated).
3. Ability to operate an aircraft at night.
4. Ability to perform duties as a Federal law enforcement officer.
5. Ability to operate an aircraft equipped with complex/sophisticated airborne sensor/navigation equipment.
6. Ability to pilot an aircraft at a foreign location.
7. Ability to write concise and comprehensive reports.

Applicants are strongly encouraged to address the above factors in an attachment to their resumes or application forms.

What about Veterans' Preference?

Applicants entitled to veterans' preference (see information on providing proof of veterans' preference below) will have their raw scores augmented by either 5 or 10 points, depending upon the type of preference.

What happens after my application is rated?

The highest ranking applicants will be further evaluated through a written test and structured interview examination. These

tests will be administered at the Corpus Christi, Texas or Jacksonville, Florida location and will be scored on a pass/fail basis. You will be contacted regarding the specific date and time of the tests. Applicants who fail either test, or do not show up to take either test, will be disqualified for the position.

What happens if I pass the written test and structured interview examination?

As the need to fill vacancies arises, applicants with the highest ratings who passed both tests will be referred to management for selection. After completing reference checks, Customs management will make tentative job offers. These job offers will be contingent upon successful completion of a background investigation and drug test.

All applicants selected for positions will be required to sign a continuing service agreement committing to a specified period of government service.

How do I find out about the status of my application?

All applicants will be sent a written notice of results.

More requirements and conditions of employment -

Conviction of a Misdemeanor Crime of Domestic Violence. These are law enforcement positions which require employees to carry a firearm. Any person who has been convicted of a misdemeanor crime of domestic violence cannot lawfully possess a firearm or ammunition (Title 18, U.S.C., Section 922 (g)(9). A "misdemeanor crime of domestic violence" is generally defined under the statute as any offense involving the use or attempted use of physical force, or the threatened use of a deadly weapon, committed by the victim's current or former domestic partner, parent, or guardian. The term "convicted," as defined in the statute, excludes any person whose conviction has been expunged, set aside, or pardoned, or any person whose civil rights have been restored unless the pardon, expungement or restoration of civil rights expressly prohibits the possession of firearms or ammunition. Candidates who have been convicted of a misdemeanor crime of domestic violence within the meaning of the referenced statute are not qualified for these positions. Candidates under consideration will be required to certify whether they have ever been convicted of such an offense. False or fraudulent information provided by the candidates is criminally punishable by fine or imprisonment (Title 18, U.S.C., Section 1001).

Citizenship Requirement: Candidates must be United States citizens and present proof of citizenship if selected.

Selective Service Registration: Male candidates born after December 31, 1959, must certify that they have registered with the Selective Service System, or are exempt from having to do so under Selective Service law, prior to appointment.

Proof of Veterans' Preference: Applicants claiming preference must submit evidence of eligibility, i.e., Certificate of Release or Discharge from Active Duty, DD-214, along with their application package. Those claiming 10-point preference must also submit Standard Form 15, Application for 10-point Veterans Preference. More information on veterans' preference is available in the VetGuide that may be found on the United States Office of Personnel Management web site at www.opm.gov.

Note: The Defense Authorization Act of November 18, 1997, extended veterans' preference to persons who served on active duty during the Gulf War from August 2, 1990, through January 2, 1992. The law grants preference to persons otherwise eligible and who served on active duty during this period, regardless of where the person served or for how long. The law also authorizes the Secretary of each military department to award the Armed Forces Expeditionary Medal for service in Bosnia during the period November 20, 1995, to a date to be determined. The award of the Medal is qualifying for veterans' preference.

Background Investigation: These are sensitive positions. Those selected must undergo and successfully complete a background investigation as a condition of placement/retention in the position.

Drug testing: These positions are "testing designated" under the U.S. Customs Service drug-free workplace program. Satisfactory completion of a drug test is a condition of placement and/or retention in the position. Selectees are subject to post-employment random drug testing.

Mandatory Completion of Basic Training. All new hires must successfully complete 17 weeks of law enforcement training at the Federal Law Enforcement Training Center located in Glynco, Georgia. This consists of written and physical tests, as well as graded practical exercises, including one on firearms proficiency. Failure to successfully complete the required course of basic training in accordance with the standards and

policies of the U.S. Customs Service will be grounds for mandatory removal from the position. Such failure will result in either reassignment to a different position, demotion, or separation from the Service by appropriate procedures.

Firearms. Selectees must qualify in the use of firearms after appointment, and will be required to carry firearms in the performance of their duties.

Overtime. Positions require regular and recurring overtime and shift work. Most overtime is compensated through Law Enforcement Availability Pay, which equates to 25% of base pay.

Uniforms. As appropriate, selectees will be required to wear an officially approved uniform while in a duty status.

Travel. Positions may require domestic and foreign travel, in addition to the initial basic and other mandatory training.

Relocation Expenses. Travel and transportation expenses to the first post of duty will not be paid for individuals selected for these positions.

Probationary Period: A one-year probationary period is required.

More Q & As

What if I am eligible for the CAREER TRANSITION ASSISTANCE PROGRAM?

Department of the Treasury's Agency Career Transition Assistance Program (Agency CTAP). If you are currently a Treasury employee who has received a Reduction in Force (RIF) Separation Notice, Certificate of Expected Separation (CES), or other official certification issued by the agency, you may be entitled to special selection priority consideration under CTAP, provided you are rated well qualified for the position (i.e., receive a rating of at least 85).

Interagency Career Transition Assistance Program (ICTAP). If you are a current or former career or career-conditional competitive service displaced Federal employee, you may be entitled to receive special selection priority consideration under ICTAP, provided you are rated well qualified for the position (i.e., receive a rating of at least 85).

Who can I contact if I need more information?

You are encouraged to contact one of our U.S. Customs Service Recruiters (Corpus Christi, Texas - Tim Hackett or Bernice Berry at (361)698-6700; Jacksonville Florida - Dick Ward or John Bierer at (904) 777-8919)for additional information regarding these positions.

For information regarding the application procedures, you may contact the U.S. Customs Service Human Resources Management Office at **202-927-2144**. For copies of this notice please call **1-800-944-7725** or visit our website at **www.customs.treas.gov**.

THE U.S. CUSTOMS SERVICE IS AN EQUAL OPPORTUNITY EMPLOYER

SAMPLE FLIGHT TIME REPORTING FORM*

FACTOR	FLIGHT HOURS	
CATEGORY OF FLIGHT TIME		
Total		
Actual Instrument		
Simulated Instrument		
Night		
PREVIOUS 12 MONTHS		
CREW POSITION		
Pilot in Command		
Second in Command		
Instructor Pilot		
Other		
INDIVIDUAL AIRCRAFT LIST HOURS BY EACH AIRCRAFT FLOWN		PILOT IN COMMAND/AIRCRAFT COMMANDER HOURS**
P-3		
C-130		
E-2		
T-34		
T-37		
Other		

- This exact form is not required. However, all the information requested must be provided. You are encouraged to list any and all flight hours in any aircraft that may not be specifically requested above.
- * Report hours that involved serving as the senior pilot of the airplane AND being entrusted with responsibility for the airplane, having "signed" for it prior to takeoff.

DEPARTMENT OF THE TREASURY
UNITED STATES CUSTOMS SERVICE

RACE AND NATIONAL ORIGIN IDENTIFICATION

Name (Last, First, Middle Initial)	Social Security Number
Date of Birth	Gender
	<input type="checkbox"/> Female <input type="checkbox"/> Male
	Position You Are Applying For

Privacy Act Statement

You are requested to furnish this information under the authority of 42 U.S.C. 2000e-16, which requires that Federal employment practices be free from discrimination and provide equal employment opportunities for all. Solicitation of this information is in accordance with Department of Commerce Directive 15, "Race and Ethnic Standards for Federal Statistics and Administrative Reporting." This information will be used in planning and monitoring equal employment opportunity programs and to identify applicants for inclusion in skill banks and referral pools. Your furnishing this information is voluntary. Your failure to do so will have no effect on the processing of your application.

You are requested to furnish your Social Security Number (SSN) under the authority of Executive Order 9397 (November 22, 1943). That Order requires agencies to use the SSN for the sake of economy and orderly administration in the maintenance of personnel records. It is used to relate this form with other records that you file with the U.S. Customs Service and the Office of Personnel Management. Your furnishing of your SSN is voluntary and failure to furnish it will have no effect on your application.

Specific Instructions

Please mark one or more categories to indicate what you consider yourself to be.

- A ☐ American Indian or Alaskan Native A person having origins in any of the original peoples of North and South America, (including Central America), and who maintains tribal affiliation or community attachment.
- B ☐ Asian A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- C ☐ Black or African American A person having origins in any of the black racial groups of Africa.
- D ☐ Hispanic or Latino A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish cultures or origin, regardless of race.
- E ☐ White A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- F ☐ Native Hawaiian or Other Pacific Islander A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- G ☐ Other A person not included in any other category.

